

To: All staff and physicians
From: Erin Arsenault, acting Chief Human Resource Officer
Date: August 30, 2021
Re: **Update on Vaccination Policy**

The [vaccination policy for GNB employees](#) announced last week will be effective in Part III workplaces on September 7, 2021.

More information regarding the requirements outlined below will be shared by Horizon's Employee Health Services soon.

The overwhelming majority of new infections are among the unvaccinated, and children under 12 are not yet eligible for the vaccines. Please take responsibility to protect yourself and others, especially our children. The policy, developed in consultation with Public Health, contributes to our fight against the virus and unites us in our common mission to ensure the wellbeing of all New Brunswickers.

You can make a vaccination appointment [here](#).

Current healthcare workers

Employee Health Services will contact Healthcare workers who do not yet have a record of their COVID-19 vaccine in their Public Health file and they will be required to provide proof of full vaccination.

Health care workers who do not provide proof of vaccination by September 13, 2021 will be required to:

- Wear a mask and the appropriate personal protective equipment in the workplace at all times except when alone in an office or eating a meal;
- Follow the Covid-19 testing requirements (see details below)

Healthcare workers who provide a certificate of a medical exemption to the vaccine will need to follow the masking guideline stated above and the testing requirements. Information on medical exemptions can be found [here](#).

Note: Wearing the mask. Please note that regardless of the employee vaccination status, all Part III employees are required to wear a mask in the workplace at all times except when alone in an office or eating a meal.

New healthcare workers

Employees hired on or after September 7, 2021 will have 45 calendar days to provide proof of full vaccination to their Employee Health Office or else the employment will be terminated. In the meantime, they will follow the masking guideline stated above and the testing requirements detailed below. New healthcare workers who provide a certificate for a medical exemption to the vaccine will not be required to be vaccinated but will follow the masking and testing requirements.

Note: A new healthcare worker means an employee not already working in the NB Public Service. For example, an employee hired at Horizon Health Network from Service New Brunswick, a school district or another regional health authority is not considered a new employee.

Testing requirements

1) **Complete point of care testing (POCT) three (3) times per week.** The regional health authority will provide the POCT kits to healthcare workers. Healthcare workers will begin the testing as soon as their regional health authority provides the kits and will provide the results of each test to the designated service in each health network. The POCT test can be taken at home. A smartphone/tablet application will soon be made available allowing the healthcare workers to share the test results.

AND

2) **Register and complete a polymerase chain reaction (PCR) test once (1) per month starting the week of October 3, 2021 and then the first week of every following month.** You can register for a PCR test by following the normal internal swabbing requisition process already in place.

3) **Healthcare workers must also schedule a PCR test immediately if they get a positive POCT test result or have two or more symptoms.** Healthcare workers will not attend the workplace until they get a negative PCR test result (they can work from home if equipped and feel well enough to do so). If the PCR test result is negative, healthcare worker must still complete their next regularly scheduled monthly PCR test.

Instances where a healthcare worker who has not provided proof of full vaccination does not comply with either the masking or testing requirements will be subject to the disciplinary process, up to and including dismissal.

In the event of an outbreak in a workplace, these testing requirements may be temporarily modified (including for fully vaccinated healthcare workers) based on Public Health guidance

On-site vendors, suppliers, contractors, volunteers

Facilities Management at the Department of Transportation and Infrastructure and Service New Brunswick Technology Services will inform suppliers whose staff regularly work alongside healthcare workers of the vaccination / masking and testing requirements. The regional health authority will also be responsible to inform any other suppliers that work in our facilities of these requirements.

We also ask that that any volunteers or apprentices follow these same requirements.

Each new development throughout this pandemic journey can raise a range of emotions. Please continue to be kind and respectful to each other. For those looking for additional support, please refer to the resources found on the Employee Wellness page of Skyline, and remember, EFAP is here for you 24 hours a day, seven days a week. Call 1-800-663-1142 or log in on the [website](#) anytime.

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